My internship experience has taken place on the job and in a classroom. I can truthfully say that as I approach the completion of this program I will always look at the role and responsibilities of a school leader differently. As a member of campus staff, I think it’s OK to disagree and question decisions on policy and practice but it is very important to have all the facts. A good leader has put in place the personnel and procedures to help explain and deliver change with positive outcome. A good leader also solicits suggestions that will improve learning and the school culture. An effective leader also constructive observations and suggestions that will improve the learning environment. I have included several recommendations based on my observations and professional inquiry.

**Recommendation #1**

The state requires some type of SBDM committee. At this time it is difficult to recognize that committee on my campus. A more visible, organized school-community advisory committee would help investigate and propose changes with research and data that supports change. Currently, the committee is either non-existent or is an attempt to just appear to have a committee in theory. Organized meetings for the staff in teams and campus happen periodically but not enough time is allowed for real discussions or proposals for new initiatives. We have learned in our courses that if developed correctly, involving all stakeholders in the process of improving all areas of the school environment, student success can be enhanced and achieved with measurable goals and expectations. I would recommend that we review our current processes and committee structure and revise the framework as needed.

**Recommendation #2**

Technology in the 21st Century classroom is no longer a wish to have, but a requirement. To be effective there should be a plan for implementation and integration. However, it has been my experience that schools receive the technology, hardware and software, but there is not sufficient training on how to use it or how to integrate it into curriculum. Technology should not be something thrown into classroom work 'just because’. We need to work towards assuring our students with experiences that emulate the real world they are expecting to be working in. The district has a district technology plan that is compliant with state requirements. A campus plan could go to the next level of planning for professional development to teach teachers how to use new equipment and how to work together to effectively integrate technology in to the campus curriculum. The plan would assist teachers with ongoing development of knowledge, skills and understanding of technology, resources, and service to advance the diverse needs of students.

**Recommendation #3**

This next recommendation is closely related to the first two. The campus staff is comprised of individuals with different strengths in their curriculum areas, but also in the area of leadership. Limited budgets are not allowing teachers to attend outside professional development the way we used to. However, we have the expertise on the campus to fill the need for planning and leading professional development locally. PD opportunities in the areas of technology, literacy, ELL, and health and safety are just of few of the areas that we could cover onsite. Local PD could also address the needs of our diverse needs of learners to include learning about adaptive and assistive technology. Teacher leaders need encouragement but they also need recognition and incentives. Incentives could be permission to attend advanced PD that could be shared later or comp days equivalent to hours spent planning and facilitating training.

**Recommendation #4**

There is a great deal of time spent by the administrators on the paperwork required for the day to day handling of school issues. All too often the admins are tied down to paperwork involving behavior issues, attendance, duty schedules and other ancillary tasks. A more important function for them should be to lead new teachers, conduct regular evaluations and provide instructional guidance and support for teachers in the classroom. On my campus we will have teaching staff who are state certified principals. As our student enrollment grows the need to have other people interact with the ancillary tasks will give the recognized campus leaders time to work with staff and curriculum. I think a review and realignment of responsibilities is in order to better utilize the time and talents of other campus leaders.

**Recommendation #5**

Improve the student communication infrastructure. We currently do not have student email or any other online communication tools for students. The district does have cloud access for teachers and it would improve access to ongoing class work for students. We're living in an online world but our students are not. This also applies to the use of personal devices and access to all access wireless.

**Recommendation #6**

Teachers often feel they are a one man show since collaboration is difficult if not impossible. Common planning for departments and teams would facilitate a more collaborative approach to planning. In addition, planned opportunities for staff to meet across curriculums would provide opportunities for projects and learning that demonstrates learning in different areas of instruction.